

HEALTH AND SAFETY POLICY
AS REQUIRED BY
THE HEALTH AND SAFETY AT WORK ETC. ACT 1974
FOR
HAWKER CONSTRUCTION LTD

1.0 HEALTH AND SAFETY POLICY STATEMENT

- 1.1 **This is the Health and Safety Policy Statement** under the Health and Safety at Work etc. Act 1974 for Hawker Construction Ltd.
- 1.2 **It is the policy of Hawker Construction Ltd** to conduct its activities with regard for the health and safety of all its employees and members of the public.
- 1.3 **The management of Hawker Construction Ltd** accepts its obligations and responsibility to take all necessary steps to ensure that all systems of work are as safe as is reasonably practicable and all equipment is maintained in a safe condition and operated correctly.
- 1.4 **Hawker Construction Ltd** will take all reasonable steps to **promote, monitor and maintain** the highest degree of physical, mental and social wellbeing of all interested parties and protect them from factors adverse to their health.
- 1.5 **To prevent as far as is reasonably possible**, any improper conduct or behaviour likely to put the Safety, Health & Welfare of employees at risk.
- 1.6 Hawker Construction Ltd is committed to the protection and promotion of the **mental health and wellbeing** of all staff.

Hawker Construction Ltd shall continuously strive to improve the mental health environment and culture of Hawker Construction Ltd by identifying, eliminating, or minimising all harmful processes, procedures and behaviours that may cause psychological harm or illness to its employees.

Hawker Construction Ltd shall continuously strive, as far as is reasonably practicable, to promote mental health throughout Hawker Construction Ltd by establishing and maintaining processes that enhance mental health and wellbeing.
- 1.7 **We will ensure** that any substances are used and handled in a safe manner.
- 1.8 **Relevant training** will be provided and the competence of all employees to fulfil their responsibilities under this policy will be ensured.
- 1.9 **Adequate information**, instruction and supervision will be made available for every employee.
- 1.10 **Employees will be consulted** on matters affecting health and safety and this policy and any revisions will be brought to their attention.
- 1.11 **All employees** will be expected to exercise personal responsibility in preventing work related ill health and injury to themselves and others, and to co-operate with the management in complying with health and safety legislation.
- 1.12 **It is the intention** of Hawker Construction Ltd to comply with both the requirements and the spirit of the Health & Safety at Work etc. Act 1974 and all regulations and Codes of Practice made under this act.

- 1.13 **Hawker Construction Ltd will abide by** any Government instruction and guidance, which will affect any persons within their employment, in order to protect their health and safety.
- 1.14 **Hawker Construction Ltd** will not discipline, discharge, suspend, lay off or demote an employee or impose any financial or other penalty on an employee who refuses to work where the use or operation of a machine or a method of working constitutes a danger to the employee or another person or where site conditions constitute a danger to the employee.
- 1.15 **This policy** will be brought to the attention of employees during their induction. It will be reviewed at regular intervals, revised as necessary and any amendments brought to the attention of the employees.

Signature



Position

Director

Date

May 2026

Review date

May 2027